

A photograph of a man and a woman in business attire. The man, on the left, is wearing a blue suit and a striped tie, holding a white cup. The woman, on the right, is wearing a dark blazer over a white top and is smiling. They appear to be at a professional event or conference.

Bloomberg Gender Equality Index

ING Bank Śląski's approach

ING Bank Poland

October 2023



Leadership

KPI	Definition	ING Bank Slaski Input
Percentage of women on company board	Percentage of women on the board directors, of the total board size that are responsible for the supervision of management, as of fiscal year-end.* This includes full-time directors only. Deputy members of the board and alternate directors will not be counted. Additional directors will be counted. If the company has both a supervisory board and a management board, this will refer to the directors on the supervisory board. Company secretaries (or board observers or censors) will not be counted.	Supervisory Board consisted of 42% woman in 2022; 50% in 2023
Chairperson is a woman	Indicates whether the board chair, or equivalent is a woman. For European companies with a supervisory board and a management board, this field looks at the chairperson on the supervisory board.	Chairperson is a man
Gender balance in board leadership	Percentage of the various committees of the board of directors chaired/co-chaired by a woman.	66% committees of the board of directors were chaired/co-chaired by a woman in 2022
Chief executive officer (CEO) is a woman	Indicates whether the chief executive officer (CEO), or equivalent, is a woman. For European companies with a supervisory board and a management board, this field refers to the CEO of the management board or equivalent.	Chief executive officer (CEO) is a man
Woman chief financial officer (CFO) or equivalent	Indicates whether the chief financial officer (CFO), or equivalent, is a woman.	Chief financial officer (CFO) is Woman
Percentage of women executive officers	Percentage of women executives of the company, or members of equivalent management/executive body, of the number of executives as of fiscal year-end. Executives are as defined by the company or as individuals that form the company executive committee/board or management committee/board or equivalent.*	50%
Chief diversity officer (CDO)	Chief diversity officer (CDO), or officer reporting to the executive team (within two levels of executive management), dedicated primarily to diversity and inclusion (D&I) strategy at the company as of fiscal year-end. Can refer to a chief human resources officer (CHRO) ONLY in the case that they have a primary business function of developing and maintaining the company's D&I strategies.	We do not have role named Chief diversity officer (CDO) in ING Bank Slaski, however there is one in ING Group, who have a primary business function of developing and maintaining the company's D&I strategies. In ING Bank Slaski Talent & Learning Lead (within two levels of executive management) along with CHRO have responsibility to implement this strategy in our entity.

Talent Pipeline

KPI	Definition	ING Bank Slaski Input
Percentage of women in total management	Percentage of women in management who have senior-level, middle or lower-level supervisory responsibilities of total management.*	48%
Percentage of women in senior management	Percentage of women in management who have senior-level supervisory responsibilities and are positioned in the management hierarchy within two levels of executive management of total management.*	31%
Percentage of women in middle management	Percentage of women in management who have middle- or lower-level supervisory responsibilities and are positioned in the management hierarchy three or more levels from executive management of total middle management.*	54%
Percentage of women in non-managerial positions	Percentage of women employees in non-managerial roles, of total non-managerial positions at fiscal year-end. Refers to women who work directly on a team as an individual contributor and have no responsibility as a manager to others.*	66%
Percentage of women in total workforce	Percentage of women in the total workforce, of the total number of company employees.*	64%
Percentage of women total promotions	Percentage of women promoted of total promotions during fiscal year-end. Refers to women that were promoted or underwent career advancement out of total employees promoted.*	66%
Percentage of Women IT/Engineering	Percentage of women working in functional roles with IT (Information Technology) and/or Engineering (Research & Development; Programming/Coding) responsibilities at the company, of the total employees working in these roles.*	24%
Percentage of new hires are women	Percentage of women new hires, of the total number of new hires.*	51%
Percentage of women attrition	Percentage of women employees that left the company, of the total employees that left the company.*	55%

Talent Pipeline

KPI	Definition	ING Bank Śląski Input
Time-bound action plan with targets to increase the representation of women in leadership positions	Indicates whether the company shares a publicly quantitative, time-bound action plan with targets to increase the representation of women in leadership positions. Employees in leadership positions (which may include management with senior level responsibilities) or employees with supervisory responsibilities for one or more direct reports.	ING Bank Śląski is taking steps to increase representation of women in leadership positions. ▪ In 2022, we introduced a new target of at least 30% women by 2025 in senior management (GJA 19-21). As per 2022 Annual Report we were at 31% ▪ To sustain this progress, we have increased our target to at least 35% women by 2028 in senior leadership (GJA 22As per 2022 Annual Report we were at 50% ▪ These targets are not an end-goal in themselves, but are simply milestones to achieving true gender equity at the top. ▪ We're also taking aligned action to Attract, Progress and Retain talented women. ▪ Key actions already underway: increase the representation of women in senior leadership, family-friendly workplace policies, "debias" processes of hiring, performance, promotion, pay. Actions taken and disclosed in the 2022 annual report: - the annual goals of the Management Board in recent years has been to ensure the appropriate proportion of women and men in the succession plans of senior management staff; - the Bank implements a number of initiatives in the field of diversity and inclusion aimed at equalizing opportunities for women and men and building awareness of managers and employees regarding the Bank's non-discriminatory policy against any gender.
Time-bound action plan with targets to increase the representation of women in the company	Indicates whether the company shares a publicly quantitative, time-bound action plan with targets to increase the representation of women in the company.	In ING Bank Śląski we already reached equally balanced representation of woman in the company. As per 2022 Annual Report ING Bank Śląski's workforce consists of 64% woman. To maintain this representation we introduced the 70% principle. Our aim is that no group should consist of more than 70% people of the same sex, nationality or belonging to the same age group.

Pay

KPI	Definition	ING Bank Śląski Input
Adjusted mean gender pay gap	Gender pay gap with reasonable adjustments made to consider role, location and tenure.	The structure-weighted average of pay proportions between total remuneration of women to men was disclosed as 96% in 2022 Annual Report
Global mean (average) raw gender pay gap	Raw gender pay gap measures the difference in total compensation between women and men, without adjusting for factors such as job function, level, education, performance, location, etc.	Up until now ING Bank Śląski, as most of the banks in Poland, has been disclosing adjusted gender pay gap which amounted 4% (the structure-weighted average of pay proportions between total remuneration of women to men – 96%). As from 2024 Polish banking sector will need to comply with the calculation methodology resulting from the EBA guidelines and only than ING Bank Śląski S.A. will present the unadjusted pay gap index (reporting for 2023).
Time-bound action plan to close its gender pay gap	Indicates whether the company shares a publicly quantitative, time-bound action plan to close its gender pay gap.	ING Bank Śląski is taking steps to ensure that the gender pay gap is reduced over time. However, no precise, time-bound action plan has been made public. Actions to be taken and disclosed in the 2022 annual report: - the annual goals of the Management Board in recent years has been to ensure the appropriate proportion of women and men in the succession plans of senior management staff; - from 2022, we started analysing the remuneration of employees holding positions with the same profiles, identifying people who earn statistically less or more for a given profile, also compared to the opposite sex - the results of the analyses are one of the elements analysed by managers making decisions about salary increases; - the Bank implements a number of initiatives in the field of diversity and inclusion aimed at equalizing opportunities for women and men and building awareness of managers and employees regarding the Bank's non-discriminatory policy against any gender.
Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)	Indicates whether a company's executive compensation, either short term or long term, is linked to gender diversity. This can include representation of women, the gender pay gap, etc.	In the composition of annual targets of the Management Board Members there are goals that refer to People agenda including an increase in percentage of females in senior management roles and succession pipeline. The fulfillment of goals is directly linked with Executives Compensation

Inclusive Culture

KPI	Definition	ING Bank Slaski Input
Number of weeks of fully paid primary parental leave offered	Indicates the number of weeks of fully paid primary parental leave (or maternity leave) for employees globally (provided by the firm and/or government). Primary caregiver is the person with primary responsibility for childcare or is the designated primary custodial parent. If the company offers maternity parental leave policies, we accept responses to primary parental leave policy questions according to the company's maternity leave policy.	As per labor law The duration of maternity leave depends on the number of children born: 20 weeks – in the case of birth of one child; 31 weeks – in the case of birth of twins 33 weeks – in the case of birth of triplets; 35 weeks – in the case of birth of quadruplets; 37 weeks – in the case of birth of five and more children. On top of that at Bank Slaski we provide 2 additional weeks of maternity leave for new mothers of children below 2 years old
Number of weeks of fully paid secondary parental leave offered	Indicates the number of weeks of fully paid secondary parental leave (or paternity leave) for employees globally (provided by firm and/or government). Secondary caregiver is the second parent who has a lesser responsibility for childcare duties. If the company offers paternity parental leave policies, we accept responses to secondary parental leave policy questions according to the company's paternity leave policy.	Parental leave, regardless of which parent of the child uses it, is set at the maximum length of up to 32 weeks upon birth of one child and up to 34 weeks upon birth of more than one child. Parental leave may be taken: in its entirety by one of the parents, or simultaneously by both parents. In such a case, the periods of use of such leave by mother and father are aggregated and must not exceed 32 weeks per child. The leave may be also used interchangeably between both parents, who share the 32 weeks between them. Beside that new fathers have additional 2 weeks of paternity leave as per labour code. On top of that at Bank Slaski we provide 1 additional week of paternity leave for fathers of children below 2 years old.
Parental leave retention rate	Percentage of women employees that remained employed by the company 12 months after their return from parental leave out of all women employees that used parental leave during previous fiscal year	99,50%

Inclusive Culture

KPI	Definition	ING Bank Slaski Input
Back-up family care services or subsidies through the company	Indicates whether the company offers back-up family care to assist when there is a gap in regular care arrangements, or a subsidy to assist with the cost of care of a family member, to employees. Flexible spending accounts (FSAs), to which the company does not contribute, do not qualify as a family care subsidy. Can include support offered through government services.	ING Bank slaski does not offer back-up family care per se. However our employees raising children up to the age of 18 may use 2 paid days off for childcare (previously, the entitlement was for children up to the age of 14), regardless of whether the other parent used this opportunity. Additionally there is 1 day of "Family day off" offered to all employees.
Flexible working policy	The company offers an option to control the start or end times of the workday or workweek (e.g. flextime) or offers an option to control the location where employees work (e.g. telecommuting, work from home). This should exclude any COVID-19 related policies. Telecommuting is the option of employees to control the location of their work; commonly referred to as work from home.	In ING Bank Slaski we implemented Hybrid way of working. We offer employees flexibility to control the start or end times of their workday according to their needs. Employees can decide the location where they work (e.g. telecommuting, work from home), as long as they are in territory of Poland. In the back office We are very flexible and always try to accommodate employees needs; in the front office due to the type of work employees work from the offices but we still offer them up to 24 days of occasional remote work, additionally employees can apply for "flexible work for parents"
Employee resource groups for women	Indicates whether the company has any employee resource groups or "Communities" focused on recruiting, retaining and developing women.	An important aspect of our organizational culture is the promotion of development opportunities for women. For a few years a general „Diverse” employees network has been operating within the Bank with main focus on raising D&I awareness among employees and managers, focusing on aspects of gender, generations and support for employees with disabilities. It's mission is to make every person feel comfortable at ING . The group organized 5 conferences “Why differences matter?”, focused on supporting equal opportunities for women and men within organisations. Every May, the group organises Diversity Month by offering thematic webinars, webcasts and e-learning. The group organized campaign regarding using feminatives in job titles. In 2022 Women in IT community has been established with goal to encourage women to have a career in TECH, mainly by sharing their experiences. In 2023 a general „Woman in Bank Slaski” community has been launched focused on recruiting, retaining and developing women and overcoming the obstacles

Inclusive Culture

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Unconscious bias training	Indicates whether the company offered all employees unconscious bias training to raise self-awareness of implicit bias and provide tools or strategies to reduce discriminatory behaviours. Unconscious bias refers to a preference for or against a person, perspective, or group that one is not aware of but, nevertheless, is communicated through statements or actions. Unconscious bias training aims to remove barriers to inclusion, engagement and performance by understanding our individual biases and providing knowledge to mitigate this inequity.	All employees and Contractors have access to several unconscious bias training courses, which are available in internal learning platform. The range of training courses has been communicated to all employees on multiple occasions and is part of D&I learning path.
Annual anti-sexual harassment training	Indicates whether a company requires all employees to complete anti-sexual harassment training at least once a year. Anti-sexual harassment training explains the company's anti-sexual harassment policies, provides specific examples of inappropriate conduct and describes the processes and procedures for bringing a complaint *Alternatively, absolute values used to derive this percentage	All employees complete anti-sexual harassment training as part of mandatory Anti-mobbing training during their onboarding. We are planning to implement obligatory anti-sexual harassment training at least once a year as of next year.

